AMENDMENT OF SOLICITAT	ION/MODIFICATION	ON OF CONT	RACT	1. Contract ID	Code	Page 	of Pages 24
2. Amendment/Modification No.	3. Effective Date	4. Requisition/Pur	chase Req	. No.	5. Project N	lo. (if appli	cable)
0001	May 19, 2006 Code WG953023	7. Administered By		nan Item 61		ode	
6. Issued By	Code M(1933023	SEE BLOCK 6	, 111 0 111 0 11				
NATIONAL DATA BUOY CENTER		SEE BEOCK 0					
RESOURCES BRANCH /W/OPS53	•	1					
BUILDING 1100		}					
STENNIS SPACE CENTER, MS 39529-60	100			•			
TIMOTHY D. BLACK 228-688-2382 8. Name and Address of Contractor (No., Street	, County, and Zip Code)		(X) 9A.	Amendment of	Solicitation N	10.	
	•	<i>:</i>			<u> </u>		
SCIENCE APPLICATIONS INTERNATION	NAL CORPO Vendoi	· 110: 00004157	9B.	Date (See Item	11)		
10260 CAMPUS POINT DRIVE	DUNS:	148095086				-t k l -	
MAIL STOP G2	, ,			Modification o		aer No.	
SAN DIEGO CA 921211578	CAGE:	OT5L1	Y 1	330-05-CQ-			
			,	Date (See Iter	n 13)		
	1= 0.1		May	11, 2005			
Code	Facility Code IS ITEM ONLY APPLIES TO	O AMENDMENTS OF	SOLICIT	ATIONS			
The above numbered solicitation is amended	as set forth in item 14. The	bour and date specifi	ed for rece	eint of Offers	is extend	ed is n	ot extended.
Offers must acknowledge receipt of this amendment	as sectorul in hem 14. The	specified in the solid	itation or a	s amended, by			ethods:
() D Holing Home 8 and 15, and returning	copies of the amend	ment: (b) By acknowl	eaging rec	eipioi inis ame	snoment on e	acri copy c	y file one
www.to	ich includes a reference to t	he solicitation and an	nendment	numbers. FAIL	URE OF YOU	JR ACKNO	WLEDG-
MENT TO BE RECEIVED AT THE PLACE DESIG	NATED FOR THE RECEIP	T OF OFFERS PRIO	R TO THE	HOUR AND D	ATE SPECIF	IED MAY	RESULT
IN REJECTION OF YOUR OFFER. If by virtue of t	his amendment you desire t	to change an offer air	eady subm	itted, such cha	inge may be i	nade by te	legram or
letter, provided each telegram or letter makes refe	rence to the solicitation and	this amendment, and	is receive	d prior to the o	pening hour a	ınd date sı	ecified.
12. Accounting and Appropriation Data (<i>If require</i>	rl)						
c 13c (1/1/1)							
13 THIS I	EM APPLIES ONLY TO MO	ODIFICATIONS OF C	ONTRAC	NORDERS.			
IT MODI	FIRS THE CONTRACT/OR	DER NO. AS DESCR	RIBED IN I	IEM 14.		in item 10	Λ .
(x) A. This change order is issued pursuant to: (Specify authority) The char	nges set tonn in item	14 are mad	ie iu me coum	aci Oldel No.	III Keni 10	
B. The above numbered Contract/Order is me	odified to reflect the adminis	trative changes (suc	h as chang	jes in paying o	fice, appropri	iation date,	etc.)
Set fourth item 14, pursuant to the authori	y of FAR 43.103 (b)						
C. This supplemental agreement is entered in	ito pursuant to authority of:						
In scope changes within the terms an	d conditions of the contr	act by mutual agre	ement		. ,		
D. Other (Specify type of modification and au	thority)	·					
	required to sign this docum	ent and roturn 3 cani	es to the is	suing office			
E. IMPORTANT: Contractor is not, X is 4. Description of Amendment/Modification (Organization)	required to sign this docum	s includina solicitatio	n/contract	subject matter	where feasib	le.)	
4. Description of Amendment/viounication (Organiz	ed by DOI Section needing	o, moleculary comments		•			
. The purpose of this modification is t	o undata the rate cch	adule for contra	et vear	2 add a cla	ause, and i	incorpoi	rate
The purpose of this modification is to	o upuate the rate son	edute for contin	.0. ,0	_,		,,	
ervice Contract Act Wage Determinat	ion Opdates.	•					
_				di Panadana	Diaggar	oto that	
. See replacement pages for Section B	, Section H, and Sec	tion Jattached I	o unis m	iodification	i. Piease i	JOIE HA	
hanges are denoted with a line in the ri	ght margin of the pa	ges.				•	
		•	•		4		
· · · · · · · · · · · · · · · · · · ·							
	•						
Except as provided herein, all terms and conditions of the di	ocument referenced in item 9A o	or 10A, as heretofore ch	enged, rema	ins unchanged a	nd in full force a	and effect.	
15A. Name and Title of Signer (Type or Print)		. 16A. Name and	title of Cor	tracting Officer	(Type or Pri	nt)	
ROBIN R. AMBURN		TIMOTHY D.	BLACK		228-0	588-2382	
	·	Contracting Of					
CONTRACTS MANAGER		tim.black@pea	ล์.gov				
158 Contractor/Offero	15C. Date Signed	168. United State	es of Amer	ica	. 1	6C. Date	Signed
Arvin X Imitum		1/7	$\leq $		'	15/	22/01
(Signalure of person authorized to sign)	23 May 2006	Signatur	e of Contra	rcting Officer)		سراس	20/06
(Signature of person authorized to sign)	3	10-165			ORM 30 (REV.	10-83)	•

PREVIOUS EDITIONS UNUSABLE

Prescribed by GSA FAR (48 CFR) 53.243

SECTION B SUPPLIES OR SERVICES AND PRICES/COSTS

e. In the event that the Contractor shall be required to provide more than 110% of the estimated DPLH, the fixed fee of the task order shall be equitably adjusted by unilateral modification to the task order. The fixed fee adjustment shall be based solely upon the difference between the DPLH actually provided and 110% of the estimated DPLH, calculated as follows:

DPLH Actually Provided X Specified Fixed Fee = Adjusted Fixed Fee (110% X Estimated DPLH)

f. These terms and conditions do not supersede the requirements of FAR clause 52.232-20 - Limitation of Cost, FAR clause 52.232-22 - Limitation of Funds, or FAR clause 52.216-8 - Fixed Fee.

B.5 FIRM FIXED PRICE TASK ORDERS

The contractor shall establish a total firm fixed price for those task orders designated as such.

B.6 RATE SCHEDULE FOR BASE PERIOD (Contract Year 2 Rates 07/01/2006-06/30/2007)

In order to facilitate the negotiation of task orders, the contractor shall be required to propose a set of firm fixed price rates and cost plus fixed fee rates for each labor category listed below. The rate shall be fully burdened including profit/fee. The rate shall be fixed for the first year of the base period of the contract. The contractor shall propose an escalation rate to be applied for each additional year in the base period.

Position	Labor Category - offerors can find	
Number	definitions of these labor categories in	
	the Staffing Description Guide located in	
	Section J of this solicitation.	
<u></u>		
A*	Program Manager	
B*	Project Manager	
1	Mechanical Engineer	
2	Senior Ocean Engineer	
3		
4	Configuration Management Specialist	
5		
6		
7	Electronics Engineer	
. 8	Senior Systems Engineer	
9	Systems Engineer	
10		
11	Software Engineer	
12	Drafter IV	
13	Drafter III	
14	Drafter II	
15	Electronics Engineer	
16	Engineering Technician VI	
17	Engineering Technician V	
18	Engineering Technician IV	
19	Engineering Technician III	
20	Electronics Technician, Maintenance III	
21	Electronics Technician, Maintenance II	
22	Electronics Technician, Maintenance I	
23	Maintenance Machinist	
24	Maintenance Trades Helper	
25	Computer Systems Analyst II	
		

•		<u> </u>			
26	Computer Systems Analyst I				
27	Network Systems Analyst				
	Database Administrator	•			
28	Programmer Analyst III				
.29	Programmer Analyst II				
	Programmer Analyst I				
31	Programmer Analyst 1				
32	Web Programmer Analyst				
. 33	Senior Data Analyst		-		
34	Data Analyst I				
35	Data Analyst II				
36.	Senior Meteorologist				
37	Meteorologist [I]				
38	Meteorologist [I.I				
39	Senior Oceanographer				
40	Oceanographer II				
41	Scientific Systems Analyst				
42	Environmental Scientist				
. 43	Data Reduction Analyst II				
44	Logistics Specialist				
45	Logistics Clerk				
46	Tilustrator III				
47	Senior Quality Assurance Specialist				
48	Quality Assurance Specialist				
49	Production Control Clerk				
50	Word Processor III				
51	Consultant				
52	Sr Financial Analyst	,			
53	Tr Financial Analyst	<u> </u>			
54	Purchasing/Contract Specialist				
55	Administrative Asst/Secretary III				
5.6	Sr Oceanographer V On Site				
57	Sr Systems Eng IV On Site				
58	Sr Systems End V On Site				
59	Sr Acoustician IV On Site				
60	Reliability Engineer On Site				
61	Sr Scientist III On Site				•
62	Sr Scientist IV On Site				
63	Sr Scientist V On Site	·			
64	Sr Scientist VI On Site				
65	Mechanical Eng IV On Site				
66	Chief Engineer On Site				
67	Hydrographer On Site				
68	Project Manager On Site				
69	Environmental Scientist On Site				
70	Electronics Engineer On Site				
71	Systems Engineer On site				
72	The state of the				
73	Drafter IV On Site				
74	Computer Systems Analyst On Site				
75	Programmer Analyst II On Site				
76	Programmer Analyst I On Site				•
77	Web Designer/Dava Programmer On Site				
78	The Desire Analyst On Site				٠.
79	Data Programmer On Site				
80	Data Manager On Site				
81	Data Analyst I On Site	·			
82	7 Tuleinger I On Site				
				(OD THT 03)	מרביי

SECTION B SUPPLIES OR SERVICES AND PRICES/COSTS

				1	
. 83	Oceanographer I	On Site		1	
84	Sr Oceanographe:	r V On Site			
85	Ocean Instrumen	t Specialist On	Site	-	
86	Ocean Engineer	On Site		-	
87	Ocean Operation	s/Logistics On S	ite	•	
88	Project Control.	ler On Site	<u> </u>		
89	Sr Oceanographe:	r On Site	·		
90	Oceanographer I	II On Site		-	
91	Sr Ocean Engine	er On Site			
92	Sr Systems Engir	neer On Site			
93	Ocean/Mechanica	l Engineer On Si	ie		
94	Mechanical Engir	neer I On Site			
95	Eng Tech VI Or-S	Site East			
96	Eng Tech VI On-S	Site West			
97	Eng Tech V On-S:	ite East	<u> </u>		
98	Eng Tech V On S	ite West			
.99	Eng Tech IV On-S	Site East	· · · · · · · · · · · · · · · · · · ·		
100	Eng Tech IV On-S	Site West			
101	Eng Tech III On-	-Site East			
102	Eng Tech III On-	-Site west	Site Fast		
103	Electronics Tech	n, Maint III On S n, Maint III On S	Site West		
104	Electronics Tech	Maint III On S	te East		
105	Electronics Tech	Maint II On Si	te West		
106	Electronics Tech	n, Maint I On Sit	e East		
107	Electronics Tech	. Maint I On Sit	e West		
108	Maintenance Mac	ninist On Site Ea	ıst		
110	Maintenance Mach	inist On Site We	est		
111		des Helper on Sit	e East		
112		des Helper on Sit	e West		
113	Drafter IV On Si	te East			
114	Drafter IV On Si	te West			
115	Drafter III On S	Site East			
116	Drafter III On S	Site West			
117	Drafter II On Si	te East			
118	Drafter II On Si	te West			
119	RSC Site Manager	On Site East			
120.	RSC Site Manager	On Site West			
121	Data Systems Arc	hitect			
122	Sr Scientist V C	on Site	· · · · · · · · · · · · · · · · · · ·		

Firm-Fixed Price hourly burdened labor rates are set for the base period of the contract. As agreed to during negotiations, SAIC has not proposed a ceiling on the Direct Labor Rates for Cost Plus Fixed Fee task orders. The Direct Labor for these tasks shall be billed at actual costs. In contrast, the indirect rates shall have ceilings. Each SAIC Company and Division will have its own composite ceiling rate on the indirect cost pools. The invoice shall identify the indirect ceiling composite rate for each labor category and there will be no averaging or selecting the higher composite rate for the labor charged to the task. These ceilings are the sum of the individual components (Overhead, Fringe, G&A, SCA Premium) and are not the wrap rates. The following table documents these ceiling composite rates for each SAIC Company and Division during the base period of this contract:

SECTION H SPECIAL CONTRACT REQUIREMENT

If the Contracting Officer determines that the Contractor's performance does not conform to any material requirement of this contract at any time, then the Contracting Officer may cancel any additional award-term option years that the contractor has earned, but have not commenced, and declare the Award-Term Incentive void. The Contracting Officer's decision in this regard is independent of any decision whether to terminate the contract for convenience or default.

The cancellation of any award-term option years or the voiding of the Award-Term Incentive for any reasons set forth in this clause shall not be considered a termination and shall not entitle a Contractor to remedies under any termination clause in this contract. Notwithstanding the provisions of this clause, the Government retains the right to terminate this contract for convenience or default in accordance with the clauses set forth in Section I.

H.20 HOLIDAYS AND ADMINISTRATIVE LEAVE

The Federal Government observes the following holidays:

New Year's Day
President's Day

Martin Luther King's Birthday

President's Day Independence Day Memorial Day Labor Day

Columbus Day Thanksgiving Veterans Day Christmas

And any other day designated as such by Federal Statue, Executive Order, or by Presidential Proclamation.

When any such day falls on a Saturday, the preceding Friday is observed and when any such day falls on a Sunday, the following Monday is observed. Observation of these days by Government personnel shall not be cause for an extension to the delivery schedule or period of performance or adjustment to the price, estimated cost or fee, if any, except as set forth in the contract.

Contractor personnel performing on site under this contract shall limit their observation of holidays to those set forth above. In the event Contractor personnel work during a holiday other than those above, no form of holiday or other premium compensation will be reimbursed as either direct or indirect costs.

For Cost Plus Fixed Fee Task Orders: During inclement weather, if Stennis Space Center, MS, is open then Contractor employees shall report to work.

H.21 SECTION 508 ACCESSABILITY

All electronic and information technology procured through this contract shall be in compliance with 36 CFR 1194, unless an agency exception to this requirement exists. Details can be found at http://www.access-board.gov/sec508/508standards.htm.

H.22 HOMELAND SECURITY PRESIDENTIAL DIRECTIVE 12 (HSPD 12)

The performance of task orders on this contract requires contractors to have physical access to Federal premises for more than 180 days or access to a Federal information system. Any items or services delivered under this contract shall comply with the Department of Commerce personal identity verification procedures that implement HSPD 12, FIPS PUB 201, and OMB Memorandum M-05-24. The Contractor shall insert this clause in all subcontracts.

SECTION J

LIST OF ATTACHMENTS-STATEMENT OF WORK/SPECIFICATIONS ARE HEREBY MADE A PART OF THIS SOLICIATION AND ANY RESULTANT CONTRACT

- Exhibit A Statement of Objectives
- Exhibit B Wage Board Determinations (WBD):
 Wage Determination No.: 1994-2103 Rev: 34 Dated: 05/23/2005
 Wage Determination No.: 1994-2301 Rev: 28 Dated: 06/21/2005
- Exhibit C Contractor's Small, Small Disadvantaged and Women-Owned Business Subcontracting Plan, dated 1/10/05 and revised 4/12/05.
- Exhibit D NDBC Staffing Description Guide.
- Exhibit E Volume II of the Contractor's proposal dated 1/14/05 and revised 4/12/05 is incorporated into this contract by reference only. Attached to this volume are the following plans:
 - 1. Management Plan, dated 1/14/05 and revised 4/12/05.
 - 2. Award-Term Incentive Plan, dated 1/14/05.
 - 3. Phase-In Plan, dated 1/14/05.
 - 4. Environmental and Safety Plan, dated 1/14/05.
 - 5. Quality Assurance Plan, dated 1/14/05 and revised 4/12/05.

94-2301 MS, PASCAGOULA

WAGE DETERMINATION NO: 94-2301 REV (28) AREA: MS, PASCAGOULA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD: 94-2302

****************************** REGISTER OF WAGE DETERMINATIONS UNDER |

By direction of the Secretary of Labor |

U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 1994-2301

Division of

William W.Gross Director

Wage Determinations

Revision No.: 28 Date Of Revision: 06/21/2005

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE		MINIMUM	WAGE	RATE
OCCUPATION CODE - TITLE D1000 - Administrative Support and Clerical O1011 - Accounting Clerk I O1012 - Accounting Clerk II O1013 - Accounting Clerk III O1014 - Accounting Clerk IV O1030 - Court Reporter O1050 - Dispatcher, Motor Vehicle O1060 - Document Preparation Clerk O1070 - Messenger (Courier) O1090 - Duplicating Machine Operator O1110 - Film/Tape Librarian O1115 - General Clerk I O1116 - General Clerk II O1117 - General Clerk III O1118 - General Clerk IV O1120 - Housing Referral Assistant O1131 - Key Entry Operator II	al Occupations	MINIMUM		9.41 11.36 13.71 16.77 13.72 12.27 10.19 8.62 9.84 8.80 8.91 10.03 10.94 13.67 15.44 9.78 10.98
O1191 - Order Clerk I O1192 - Order Clerk II O1261 - Personnel Assistant (Employment) O1262 - Personnel Assistant (Employment) O1263 - Personnel Assistant (Employment) O1264 - Personnel Assistant (Employment) O1270 - Production Control Clerk O1290 - Rental Clerk O1300 - Scheduler, Maintenance O1311 - Secretary I O1312 - Secretary II O1313 - Secretary III O1314 - Secretary IV	III		11 11 11 11	14.67 11.88 13.36 14.17 15.76 15.44 9.29 .0.96 .0.96 .3.72 .5.44 6.80

QA1330-05-CQ-1035 SECTION J, EXHIBIT B Modification 0001 Page 1 of 18

01315 - Secretary V			18.61
01320 - Service Order Dispatcher			9.81
01341 - Stenographer I			9.65
01342 - Stenographer II			10.96
01400 - Supply Technician			16.80
01420 - Survey Worker (Interviewer)			12.10
01460 - Switchboard Operator-Receptionist			9.06
01510 - Test Examiner			13.72
01520 - Test Proctor			13.72
01531 - Travel Clerk I			10.01
01532 - Travel Clerk II		1	10.62
01533 - Travel Clerk III			11.14'
01611 - Word Processor I			10.99
01612 - Word Processor II			12.35
01613 - Word Processor III			13.79
03000 - Automatic Data Processing Occupations			
03010 - Computer Data Librarian		,	11.12
03041 - Computer Operator I			12.15
03042 - Computer Operator II			14.91
03043 - Computer Operator III			17.40
03044 - Computer Operator IV	4		18.51
03045 - Computer Operator V			20.44
03071 - Computer Programmer I (1)			17.82
03072 - Computer Programmer II (1)			22.02
03073 - Computer Programmer III (1)	4		26.47
03074 - Computer Programmer IV (1)	•		27.62
03101 - Computer Systems Analyst I (1)	·		25.01
03102 - Computer Systems Analyst II (1)			27.41
03103 - Computer Systems Analyst III (1)	•		27.62
03160 - Peripheral Equipment Operator	•		12.15
03160 - Peripheral Equipment Operator	•		12.15
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations	•		12.15
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass	•		
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer			18.95
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker			18.95 13.96
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive			18.95 13.96 13.96
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer			18.95 13.96 13.96 14.52
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic			18.95 13.96 13.96 14.52 12.79
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker			18.95 13.96 13.96 14.52 12.79 15.09
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic			18.95 13.96 13.96 14.52 12.79 15.09 13.96
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic Helper 05220 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic Helper 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 12.36
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 12.36
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 12.36 15.09
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 12.36 15.09
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic Helper 05220 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07010 - Baker 07041 - Cook I			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 12.36 15.09
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic Helper 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07010 - Baker 07041 - Cook I			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 12.36 15.09 8.41 11.09 10.17 11.09 8.41
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07010 - Baker 07041 - Cook I 07042 - Cook II			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 12.36 15.09
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Meat Cutter			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 12.36 15.09 8.41 11.09 10.17 11.09 8.41
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic Helper 05220 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Meat Cutter			18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 12.36 15.09
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Meat Cutter 07250 - Waiter/Waitress		; ;	18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 12.36 15.09
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Meat Cutter 07250 - Waiter/Waitress 09000 - Furniture Maintenance and Repair Occupations		1	18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 14.52 13.96 14.52 13.96 12.36 15.09 8.41 11.09 10.17 11.09 8.41 11.09 8.41 11.09 8.41 11.09 8.41 11.09 8.41 11.09 8.41 11.09 8.41 8.83
03160 - Peripheral Equipment Operator 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer, Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Worker 05070 - Electrician, Automotive 05100 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist 07000 - Food Preparation and Service Occupations (not set) - Food Service Worker 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Meat Cutter 07250 - Waiter/Waitress		1	18.95 13.96 13.96 14.52 12.79 15.09 13.96 16.10 12.26 13.38 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 14.52 13.96 15.09 16.10 17.09 17.10 17

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	09100 - Furniture Refinisher Helper 09110 - Furniture Repairer, Minor 09130 - Upholsterer	12.26 13.38 14.52
	11030 - General Services and Support Occupations 11030 - Cleaner, Vehicles 11060 - Elevator Operator 11090 - Gardener	8.41 8.41 10.41 8.41
	11121 - House Keeping Aid I 11122 - House Keeping Aid II 11150 - Janitor 11210 - Laborer, Grounds Maintenance	8.86 8.86 9.04 7.94
	11240 - Maid or Houseman 11270 - Pest Controller 11300 - Refuse Collector	12.79 11.13 10.52
	11330 - Tractor Operator 11360 - Window Cleaner 12000 - Health Occupations	8.83 11.15
	12020 - Dental Assistant 12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Drive 12071 - Licensed Practical Nurse I	
	12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant	14.87 10.38 13.84
	12130 - Medical Laboratory Technician 12160 - Medical Record Clerk 12190 - Medical Record Technician	11.36 12.93 8.72
	12221 - Nursing Assistant I 12222 - Nursing Assistant II 12223 - Nursing Assistant III	8.93 10.81 12.15
	12224 - Nursing Assistant IV 12250 - Pharmacy Technician 12280 - Phlebotomist	11.63 12.98 17.87
	12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist	21.85 21.85 23.17
	12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV	26.45 31.70
	13000 - Information and Arts Occupations 13002 - Audiovisual Librarian 13011 - Exhibits Specialist I	19.32 16.53
	13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I	20.10 25.61 16.46
	13042 - Illustrator II 13043 - Illustrator III 13047 - Librarian	20.10 25.61 19.72
	13050 - Library Technician 13071 - Photographer I 13072 - Photographer II	11.00 11.36 13.07
	13073 - Photographer III 13074 - Photographer IV	15.89 20.24 22.31
1	15075 - Photographer v 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations 15010 - Assembler 15030 - Counter Attendant	7.71 7.71
	15030 - Counter Attendant 15040 - Dry Cleaner 15070 - Finisher, Flatwork, Machine	8.92 7.71

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15220 - Tailor 15250 - Washer, Machine	*	9.46 10.01 8.05
19000 - Machine Tool Operation and Repair Occupations 19010 - Machine-Tool Operator (Toolroom) 19040 - Tool and Die Maker		15.97 18.39
21000 - Material Handling and Packing Occupations 21010 - Fuel Distribution System Operator 21020 - Material Coordinator 21030 - Material Expediter 21040 - Material Handling Laborer 21050 - Order Filler 21071 - Forklift Operator 21080 - Production Line Worker (Food Processing) 21100 - Shipping/Receiving Clerk 21130 - Shipping Packer 21140 - Store Worker I 21150 - Stock Clerk (Shelf Stocker; Store Worker II) 21210 - Tools and Parts Attendant 21400 - Warehouse Specialist		14.45 13.69 13.69 10.11 10.73 12.18 12.42 11.34 11.95 12.20 14.22 12.58 12.58
23000 - Mechanics and Maintenance and Repair Occupations 23010 - Aircraft Mechanic 23040 - Aircraft Mechanic 23050 - Aircraft Quality Control Inspector 23060 - Aircraft Servicer 23070 - Aircraft Worker 23100 - Appliance Mechanic 23120 - Bicycle Repairer 23125 - Cable Splicer 23140 - Carpenter, Maintenance 23140 - Carpet Layer 23160 - Electrician, Maintenance 23181 - Electronics Technician, Maintenance II 23182 - Electronics Technician, Maintenance II 23183 - Electronics Technician, Maintenance III 23260 - Fabric Worker 23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23340 - Fuel Distribution System Mechanic 23370 - General Maintenance Worker 23400 - Heating, Refrigeration and Air Conditioning Mechanic 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23470 - Laborer 23500 - Locksmith 23530 - Machinery Maintenance Mechanic 23580 - Machinery Maintenance 23580 - Maintenance Trades Helper 23640 - Millwright 23700 - Office Appliance Repairer 23740 - Painter, Maintenance 23790 - Pipefitter, Maintenance		19.03 15.46 19.69 16.87 17.61 14.52 12.36 20.17 14.52 14.15 18.11 16.52 17.43 18.94 15.02 16.68 14.44 17.01 13.96 15.09 17.35 10.21 16.68 13.84 18.02 16.68 13.84 18.02 16.13 16.13 14.52 17.59

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		16.57
23800 - Plumber, Maintenance		
23820 - Pneudraulic Systems Mechanic		16.68
23850 - Rigger		16.61
23870 - Scale Mechanic		15.57
23890 - Sheet-Metal Worker, Maintenance		16.61
23910 - Small Engine Mechanic	•	13.96
23930 - Telecommunication Mechanic I		17.89
23931 - Telecommunication Mechanic II		20.65
23950 - Telephone Lineman		17.93
23960 - Welder, Combination, Maintenance		16.82
23960 - Welder, Combination, Maintenance	*	16.68
23965 - Well Driller	•	16.68
23970 - Woodcraft Worker		14.16
23980 - Woodworker		
24000 - Personal Needs Occupations		7.52
24570 - Child Care Attendant	•	9.95
24580 - Child Care Center Clerk		7.94
24600 - Chore Aid		11.08
24630 - Homemaker		11.00
25000 - Plant and System Operation Occupations		18.70
25010 - Boiler Tender		
25040 - Sewage Plant Operator		14.66
25070 - Stationary Engineer		18.70
25190 - Ventilation Equipment Tender		13.84
25210 - Water Treatment Plant Operator		14.52
27000 - Protective Service Occupations		
(not set) - Police Officer		14.75
27004 - Alarm Monitor	\$	12.35.
27004 - Alarm Monitor 27006 - Corrections Officer		11.87.
2/006 - Corrections officer		13.23
27010 - Court Security Officer		12.79
27040 - Detention Officer		14.48
27070 - Firefighter		9.05
27101 - Guard I		13.94
27102 - Guard II	•	
28000 - Stevedoring/Longshoremen Occupations		16.99
28010 - Blocker and Bracer		15.88
28020 - Hatch Tender		15.88
28030 - Line Handler		16.28
28040 - Stevedore I		17.65
28050 - Stevedore II		.17.65
29000 - Technical Occupations		10 07
21150 - Graphic Artist		19.07
29010 - Air Traffic Control Specialist, Center (2)		31.49
29011 - Air Traffic Control Specialist, Station (2)		21.71
29012 - Air Traffic Control Specialist, Terminal (2)		23.92
29023 - Archeological Technician I	•	15.11
29024 - Archeological Technician II		16.94
29025 - Archeological Technician III		20.94
29025 - Archeological rechnician	-	24.35
29030 - Cartographic Technician		25.01
29030 - Cartographic Tolaning (CBT) Specialist/ Instructor		14.65
29040 - Civil Engineering Technician		14.64
29061 - Drafter I		15.72
29062 - Drafter II		19.12
29063 - Drafter III		24.35
29064 - Drafter IV		13.93
29081 - Engineering Technician I		
29082 - Engineering Technician II		16.16
29083 - Engineering Technician III		18.58
29084 - Engineering Technician IV	•	22.62
2000 miganoonary		0.05.00

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29085 - Engineering Technician VI 29086 - Engineering Technician VI 29090 - Environmental Technician 29100 - Flight Simulator/Instructor (Pilot) 29160 - Instructor 29210 - Laboratory Technician 29240 - Mathematical Technician 29361 - Paralegal/Legal Assistant I 29362 - Paralegal/Legal Assistant II 29363 - Paralegal/Legal Assistant III 29364 - Paralegal/Legal Assistant IV 29390 - Photooptics Technician 29480 - Technical Writer 29491 - Unexploded Ordnance (UXO) Technician II 29492 - Unexploded Ordnance (UXO) Technician II 29493 - Unexploded Ordnance (UXO) Technician II 29493 - Unexploded Ordnance (UXO) Technician III 29494 - Unexploded (UXO) Safety Escort 29495 - Unexploded (UXO) Sweep Personnel 29620 - Weather Observer, Senior (3) 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 31000 - Transportation/ Mobile Equipment Operation Occupations 31030 - Bus Driver 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31300 - Taxi Driver		
29066 - Engineering Technician VI 29090 - Environmental Technician 29100 - Flight Simulator/Instructor (Pilot) 29100 - Flight Simulator/Instructor (Pilot) 29101 - Laboratory Technician 29240 - Mathematical Technician 29240 - Mathematical Technician 29361 - Paralegal/Legal Assistant II 29362 - Paralegal/Legal Assistant III 29363 - Paralegal/Legal Assistant III 29364 - Paralegal/Legal Assistant IV 29390 - Photooptics Technician 29490 - Photooptics Technician 29490 - Photooptics Technician 29491 - Unexploded Ordnance (UXO) Technician II 29492 - Unexploded Ordnance (UXO) Technician II 29493 - Unexploded Ordnance (UXO) Technician II 29493 - Unexploded Ordnance (UXO) Technician II 29494 - Unexploded (UXO) Setey Escort 29495 - Unexploded (UXO) Setey Escort 29495 - Unexploded (UXO) Setey Escort 29620 - Weather Observer, Senior (3) 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 217.17 29622 - Weather Observer, Upper Air (3) 31000 - Transportation/ Mobile Equipment Operation Occupations 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver, Hedium Truck 31363 - Truckdriver, Medium Truck 31364 - Truckdriver, Tractor-Trailer 39900 - Miscellaneous Occupations 39901 - Taxi Driver 39901 - Carnival Equipment Operator 39902 - Animal Caretaker 39000 - Miscellaneous Occupations 39903 - Cashier 39904 - Carnival Equipment Operator 39904 - Carnival Equipment Operator 39905 - Desk Clerk 39909 - Desk Clerk 39909 - Desk Clerk 39909 - Sales Clerk 39900 - Mortician 39350 - Park Attendant (Aide) 39360 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 39669 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 39669 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 39730 - Vending Machine Repairer	coops Preincering Technician V	28.80
29090 - Enyironmental Technician 29100 - Flight Simulator/Instructor (Pilot) 29160 - Instructor 29210 - Laboratory Technician 292210 - Mathematical Technician 292311 - Paralegal/Legal Assistant II 29361 - Paralegal/Legal Assistant II 29362 - Paralegal/Legal Assistant III 29363 - Paralegal/Legal Assistant III 29363 - Paralegal/Legal Assistant IV 29390 - Photooptics Technician 29400 - Technical Writer 29491 - Unexploded Ordnance (UXO) Technician I 29492 - Unexploded Ordnance (UXO) Technician II 29493 - Unexploded Ordnance (UXO) Technician II 29493 - Unexploded Ordnance (UXO) Technician II 29494 - Unexploded Ordnance (UXO) Technician III 29493 - Unexploded (UXO) Safety Escort 29495 - Unexploded (UXO) Safety Escort 29495 - Unexploded (UXO) Seep Personnel 29496 - Weather Observer, Senior (3) 29621 - Weather Observer, Senior (3) 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 29621 - Weather Observer, Upper Air (3) 31030 - Bus Driver 31303 - Bus Driver 31200 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31300 - Taxi Driver 31361 - Truckdriver, Medium Truck 31363 - Truckdriver, Heavy Truck 31364 - Truckdriver, Medium Truck 31365 - Truckdriver, Heavy Truck 31364 - Truckdriver, Tractor-Trailer 39000 - Animal Caretaker 39001 - Carnival Equipment Operator 39010 - Dark Clerk 39050 - Desk Clerk 39050 - Desk Clerk 39050 - Park Attendant (Aide) 39350 - Park Attendant (Aide) 39350 - Park Attendant (Aide) 39350 - Park Attendant (Aide) 39550 - School Crossing Guard (Crosswalk Attendant) 39659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 39660 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 39730 - Vending Machine Attendant 309000 - Vending Machine Attendant 309000 - Vending Machine Attendant 30900000000000000000000000000000000000	29085 - Engineering Technician VI	31.74
29100 - Flight Simulator/Instructor (Pilot) 20.92	29080 - Engineering Technician	22.04
29160 - Instructor 29210 - Laboratory Technician 29210 - Mathematical Technician 29220 - Mathematical Technician 29230 - Paralegal/Legal Assistant I 18.97 29362 - Paralegal/Legal Assistant II 22.64 29363 - Paralegal/Legal Assistant III 22.64 29363 - Paralegal/Legal Assistant III 22.64 29390 - Photooptics Technician 20.02 29490 - Technical Writer 20.02 29491 Unexploded Ordnance (UXO) Technician II 29.03 29491 Unexploded Ordnance (UXO) Technician II 29.03 29492 - Unexploded Ordnance (UXO) Technician III 29.03 29494 Unexploded (UXO) Safety Escort 20.02 29495 Unexploded (UXO) Safety Escort 20.02 29495 Unexploded (UXO) Safety Escort 20.02 29495 Unexploded (UXO) Sweep Personnel 29620 - Weather Observer, Senior (3) 29621 Weather Observer, Combined Upper Air and Surface Programs (3) 17.17 29622 Weather Observer, Upper Air (3) 17.17 17.18 17.19	29190 - Environmental Telemental Company (Pilot)	27.41
29210 - Laboratory Technician 29240 - Mathematical Technician 29361 - Paralegal/Legal Assistant I 29362 - Paralegal/Legal Assistant II 29363 - Paralegal/Legal Assistant II 29364 - Paralegal/Legal Assistant II 29366 - Paralegal/Legal Assistant III 29366 - Paralegal/Legal Assistant III 29367 - Photooptics Technician 29480 - Technical Writer 29491 - Unexploded Ordnance (UXO) Technician II 29492 - Unexploded Ordnance (UXO) Technician II 29493 - Unexploded (UXO) Safety Escort 29495 - Parking and Lot Attendant 29600 - Parking and Lot Attendant 29600 - Miscord Escort 29495 - Truckdriver, Light Truck 2060 - Escort 29495 - Unexploded (UXO) Safety Escort 29495 - Parking and Lot Attendant 29600 - Miscord Escord Escord 29496 - Parking and Lot Attendant 29600 - Miscord Escord Escord 29496 - Parking and Lot Attendant 29600 - Park Attendant (Aide) 29601 - Sales Clerk 29600 - Sales Clerk 29600 - Solveying Worker 29601 - Sales Clerk 29602 - Solveying Technician (Instr. Person/Surveyor Asst./Instr.) 29609 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 29700 - Vending Machine Repairer 29700 - Vendi	20160 Instructor	20.92
29240 - Mathematical Technician 29361 - Paralegal/Legal Assistant I 15.05 29363 - Paralegal/Legal Assistant II 22.64 29363 - Paralegal/Legal Assistant III 22.04 29364 - Paralegal/Legal Assistant III 27.37 29390 - Photooptics Technician 27.37 29390 - Technical Writer 20.04 29480 - Technical Writer 20.02 29491 - Unexploded Ordnance (UXO) Technician II 24.22 29492 - Unexploded Ordnance (UXO) Technician III 29.03 29494 - Unexploded (UXO) Safety Escort 20.02 29495 - Unexploded (UXO) Safety Escort 20.02 29495 - Unexploded (UXO) Serber personnel 20.02 29495 - Unexploded (UXO) Serber personnel 20.02 29621 - Weather Observer, Senior (3) 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 17.17 29622 - Weather Observer, Upper Air (3) 17.17 29622 - Terus (20.02 29494 - Unexploded (UXO) 17.17 29622 - Weather Observer, Upper Air (3) 17.17 29622 - Transportation/ Mobile Equipment Operation Occupations 12.64 31260 - Parking and Lot Attendant 10.99 31360 - Truckdriver, Light Truck 10.99 31361 - Truckdriver, Edght Truck 14.38 31361 - Truckdriver, Tractor-Trailer 19.90 31362 - Truckdriver, Tractor-Trailer 19.90 31362 - Truckdriver, Tractor-Trailer 19.90 31363 - Truckdriver, Tractor-Trailer 19.90 31364 - Truckdriver, Tractor-Trailer 19.90 31365 - Truckdriver, Upper Mair 19.90 31367 - Truckdriver, Upper Mair 19.90 31368 - Truckdriver, Upper Mair 19.90 31369 - Sembalmer 19.90 3169 - Order 19.90 317 - Order 19.90 318		18.70
29361 - Paralegal/Legal Assistant I 18.03	29210 - Laboratory rechnician	20.28
29362 - Paralegal/Legal Assistant III 22.66 29364 - Paralegal/Legal Assistant IV 27.37 29390 - Photooptics Technician 25.79 29390 - Photooptics Technician 25.79 29491 - Unexploded Ordnance (UXO) Technician I 20.02 29492 - Unexploded Ordnance (UXO) Technician II 24.22 29493 - Unexploded (UXO) Safety Escott 29.03 29494 - Unexploded (UXO) Safety Escott 29.03 29495 - Unexploded (UXO) Seafety Escott 20.02 29620 - Weather Observer, Senior (3) 29.04 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 17.17 29622 - Weather Observer, Upper Air (3) 29.03 21030 - Transportation/ Mobile Equipment Operation Occupations 31030 - Bus Driver 7.06 31030 - Bus Driver 9.31300 - Taxi Driver 9.49 31361 - Truckdriver, Light Truck 10.99 31361 - Truckdriver, Light Truck 10.99 31362 - Truckdriver, Heavy Truck 11.33 31364 - Truckdriver, Heavy Truck 14.38 31364 - Truckdriver, Tractor-Traniler 14.38 31364 - Truckdriver, Tractor-Traniler 99000 - Miscellaneous Occupations 99020 - Animal Caretaker 9.75 99030 - Cashier 99041 - Carnival Equipment Operator 9.75 99041 - Carnival Equipment Operator 9.75 99042 - Carnival Equipment Repairer 9.75 99043 - Carnival Worker 99045 - Embalmer 9.90 99040 - Desk Clerk 99040 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) 9.24 99310 - Mortician 99350 - Park Attendant (Aide) 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) 9.24 99400 - Photofinishing Worker 99610 - Sales Clerk 9.49 99600 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 10.52 99660 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 12.25 99670 - Vendiing Machine Repairer 12.25 99730 - Vendiing Machine Repairer 12.25	29240 - Mathematical Technicatan	15.09
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29390 - Photooptics Technician 29490 - Technical Writer 29491 - Unexploded Ordnance (UXO) Technician I 29491 - Unexploded Ordnance (UXO) Technician II 29492 - Unexploded Ordnance (UXO) Technician II 29493 - Unexploded Ordnance (UXO) Technician III 29403 29494 - Unexploded (UXO) Safety Escort 29495 - Unexploded (UXO) Safety Escort 29495 - Unexploded (UXO) Sweep Personnel 29620 - Weather Observer, Senior (3) 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 17.17 29622 - Weather Observer, Upper Air (3) 31000 - Transportation/ Mobile Equipment Operation Occupations 31200 - Parking and Lot Attendant 31200 - Parking and Interpretation Occupations 31361 - Truckdriver, Light Truck 31362 - Truckdriver, Light Truck 31363 - Truckdriver, Medium Truck 31363 - Truckdriver, Heavy Truck 31364 - Truckdriver, Flay Truck 31364 - Truckdriver, Tractor-Trailer 399000 - Miscellaneous Occupations 399020 - Animal Caretaker 399020 - Animal Caretaker 399020 - Casnier 399041 - Carnival Equipment Operator 39042 - Carnival Worker 39043 - Carnival Worker 39050 - Desk Clerk 39050 - Desk Clerk 39050 - Desk Clerk 39310 - Nortician 39350 - Park Attendant (Aide) 39350 - Park Attendant (Aide) 39350 - Park Attendant (Aide) 39550 - Park Attendant (Aide) 39550 - Recycaling Worker 39600 - Sales Clerk 39600 - Soles Clerk 39600 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 39650 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 39700 - Vending Machine Repairer 309700 - Vending Machine Repairer	29363 - Paralegal/Legal Assistant IV	27.37
29480 - Technical Writer 29491 - Unexploded Ordnance (UXO) Technician I 29492 - Unexploded Ordnance (UXO) Technician II 29492 - Unexploded Ordnance (UXO) Technician III 29493 - Unexploded Ordnance (UXO) Technician III 29493 - Unexploded (UXO) Safety Escort 20495 - Unexploded (UXO) Safety Escort 29495 - Unexploded (UXO) Sweep Personnel 29620 - Weather Observer, Senior (3) 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 17.17 29622 - Weather Observer, Upper Air (3) 31000 - Transportation/ Mobile Equipment Operation Occupations 31030 - Bus Driver 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31300 - Taxi Driver 31361 - Truckdriver, Light Truck 31362 - Truckdriver, Hedium Truck 31363 - Truckdriver, Heavy Truck 31364 - Truckdriver, Heavy Truck 31364 - Truckdriver, Heavy Truck 31364 - Truckdriver, Heavy Truck 319000 - Miscellaneous Occupations 99000 - Animal Caretaker 99001 - Carnival Equipment Operator 99041 - Carnival Equipment Repairer 99042 - Carnival Equipment Repairer 99041 - Carnival Equipment Repairer 99042 - Carnival Equipment Repairer 99300 - Lifeguard 99050 - Desk Clerk 99095 - Embalmer 99300 - Lifeguard 99050 - Park Attendant (Aide) 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) 99500 - Recreation Specialist 99500 - Sales Clerk 99600 - Soles Oles Clerk 99600 - Soles Clerk 99600 - Soles Clerk 99600 - Soles Oles Clerk 99600 - Soles Clerk 99600 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 10.52 13.40 13.40 13.40 13.40 13.40 13.40 13.40 13.40 13.41 13.41 13.41 13.41 13.41 14.72 14.74 14.74 15.72 16.72 17.72 17.72 17.73 17.75 17.75 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.76 17.77 17.77 17.77 17.77 17.77 17.77	29364 - Parategat/Legat Abstitute 1	20.04
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29494 - Unexploded (UXO) Safety Escort 29495 - Unexploded (UXO) Sweep Personnel 29620 - Weather Observer, Senior (3) 29621 - Weather Observer, Combined Upper Air and Surface Programs (3) 17.17 29622 - Weather Observer, Upper Air (3) 31000 - Transportation/ Mobile Equipment Operation Occupations 31030 - Bus Driver 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31361 - Truckdriver, Light Truck 31362 - Truckdriver, Medium Truck 31363 - Truckdriver, Medium Truck 31364 - Truckdriver, Heavy Truck 31365 - Truckdriver, Tractor-Trailer 99000 - Miscellaneous Occupations 99000 - Animal Caretaker 99000 - Animal Caretaker 99010 - Cashier 99041 - Carnival Equipment Operator 99042 - Carnival Equipment Operator 99043 - Carnival Worker 99055 - Embalmer 99050 - Desk Clerk 99050 - Desk Clerk 99050 - Desk Clerk 99310 - Mortician 99330 - Lifeguard 99310 - Mortician 99350 - Park Attendant (Aide) 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech) 99500 - Recreation Specialist 99500 - Recreation Specialist 99610 - Sales Clerk 99620 - School Crossing Guard (Crosswalk Attendant) 99658 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 10.52 13.44 199659 - Surveying Aide 99690 - Swimming Pool Operator 99720 - Vending Machine Attendant 12.21 99730 - Vending Machine Repairer	29492 - Unexploded Ordnance (UNO) Technician III	29.03
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29622 - Weather Observer, Upper Air (3) 31000 - Transportation	29620 - Weather Observer, Senior (5)	17.17
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99020 - Animal Caretaker 99030 - Cashier 99041 - Carnival Equipment Operator 99042 - Carnival Equipment Repairer 99050 - Desk Clerk 99050 - Desk Clerk 99095 - Embalmer 99300 - Lifeguard 99310 - Mortician 99350 - Park Attendant (Aide) 99550 - Recreation Specialist 99500 - Recreation Specialist 99510 - Recycling Worker 99610 - Sales Clerk 99620 - School Crossing Guard (Crosswalk Attendant) 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 12.21 13.44 13.44 13.55 13.27 14.74 15.28 15.29 16.20 17.31 18.40 19.2	31364 - IIUCKUIIVEI, IIUCKUI IIIUCKUI IIUCKUI	
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99720 - Vending Machine Attendant 99730 - Vending Machine Repairer	99690 - Swimming Pool Operator	
99730 - Vending Machine Repairer	99720 - Vending Machine Attendant	
99740 - Vending Machine Repairer Helper 12.35	99730 - Vending Machine Repairer	
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

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** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

QA1330-05-CQ-1035 SECTION J, EXHIBIT B Modification 0001 Page 8 of 18 relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

94-2103 DC, DISTRICT-WIDE

WAGE DETERMINATION NO: 94-2103 REV (34) AREA: DC, DISTRICT-WIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD: 94-2104

******************************** REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

By direction of the Secretary of Labor |

Wage Determination No.: 1994-2103

Revision No.: 34

William W.Gross Director

Division of Wage Determinations

Date Of Revision: 05/23/2005

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King

George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM	WAGE	RATE
01000 - Administrative Support and Clerical Occupations 01011 - Accounting Clerk I 01012 - Accounting Clerk II 01013 - Accounting Clerk III 01014 - Accounting Clerk IV 01030 - Court Reporter 01050 - Dispatcher, Motor Vehicle 01060 - Document Preparation Clerk 01070 - Messenger (Courier) 01090 - Duplicating Machine Operator 01110 - Film/Tape Librarian 01115 - General Clerk I 01116 - General Clerk II 01117 - General Clerk III 01118 - General Clerk IV 01120 - Housing Referral Assistant 01131 - Key Entry Operator I 01132 - Key Entry Operator II 01191 - Order Clerk II 01192 - Order Clerk II 01261 - Personnel Assistant (Employment) I	MINIMUM		12.16 12.86 14.89 16.65 17.02 16.50 12.75 10.23 12.75 15.10 11.68 13.72 15.32 18.74 19.30 12.67 13.82 14.74 16.29 13.05 15.10
01262 - Personnel Assistant (Employment) III 01264 - Personnel Assistant (Employment) IV 01270 - Production Control Clerk 01290 - Rental Clerk 01300 - Scheduler, Maintenance			17.02 19.60 18.89 15.42
	_	11000	A# 00

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	16.11
01311 - Secretary I	17.31
01312 - Secretary II	19.30
01312 - Secretary III	21.45
01314 - Secretary IV	23.75
01314 - Secretary V	15.82
01313 - Service Order Dispatcher	15.15
01341 - Stenographer I	16.47
01341 - Stenographer II	21.45
oiaco - supply Techniclan	16.43
and a contract Worker (Interviewel)	12.06
01420 - Survey Worker (1990) 01460 - Switchboard Operator-Receptionist	17.31
01510 - Test Examiner	17.31
01520 - Test Proctor	11.63
01520 - Travel Clerk I	12.49
01531 - ITavel Clerk II	13.41
01532 - Travel Clerk III	12.75
01611 - Word Processor I	15.10
01612 - Word Processor II	17.02
Trocoppor III	17.02
01613 - Word Processor III 03000 - Automatic Data Processing Occupations	15.10
03010 - Computer Data Librarian	15.10
03010 - Computer Data III	17.02
03042 - Computer Operator II	18.89
03042 - Computer Operator III	21.09
03044 - Computer Operator IV	23.35
03045 - Computer Operator V	19.64
03071 - Computer Programmer I (1)	23.33.
03071 - Computer Programmer II (1)	27.62
03072 - Computer Programmer III (1)	27.62
opera Computer Programmer IV (I)	27.62
AND AND COMPUTER SYSTEMS AND YOU - 1-1	27.62
22100 Computer Systems Andlybu 11 (1)	27.62
03102 - Computer Systems Analyst III (1) 03103 - Computer Systems Analyst IVI (1)	15.10
03103 - Computer Systematical Computer Syste	15.10
	22.73
05000 - Automotive Body Repairer, Fiberglass	17.88
05010 - Automotive Glass Installer	17.88
05040 - Automotive Worker	18.95
05070 - Electrician, Automotive	15.69
ocaco Mobilo Equipment Servicer	19.98
acron Mator Fournment Metal Medianic	17.88
05130 - Motor Equipment Metal Worker 05160 - Motor Equipment Metal Worker	20.07
05190 - Motor Vehicle Mechanic	16.81
orono Motor Vehicle Mechanic neipei	17.88
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	18.95
05280 - Motor Vehicle Wilsons 05310 - Painter, Automotive	
05310 - Painter, Automotive 05340 - Radiator Repair Specialist	17.88 14.43
05340 - Radiator Reputt Special	19.98
05370 - Tire Repairer 05400 - Transmission Repair Specialist	19.90
05400 - Transmission Reputs Provide Occupations 07000 - Food Preparation and Service Occupations	^ ^1
(not set) - Food Service Worker	9.91
(not set) - Food Service Horner	12.25
07010 - Baker	11.53
07041 - Cook I	12.79
07042 - Cook II	9.76
07070 - Dishwasher	16.07
07130 - Meat Cutter	8.59
07250 - Waiter/Waitress	OA1330-05-CO-
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09000 - Furniture Maintenance and Repair Occupations	10:05
09000 - Fulfiture Maintenance dainter 09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.55
09070 - Furniture Refinisher	18.05
09100 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer, Minor	16.01
00120 - Unholsterer	18.05
11030 - General Services and Support Occupations	9.67
11030 - Cleaner, Vehicles	9.07
11060 - Elevator Operator	14.27
11090 - Gardener	9.97
11121 - House Keeping Aid I	10.77
11122 - House Keeping Aid II	10.12
11150 - Janitor	11.65
11210 - Laborer, Grounds Maintenance	9.97
11240 - Maid or Houseman	12.49
11270 - Pest Controller	11.69
11300 - Refuse Collector	14.00
11330 - Tractor Operator	10.51
11360 - Window Cleaner	
12000 - Health Occupations	16.90
12020 - Dental Assistant	15.83
12020 - Dental Assistant 12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.86
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.92
12073 - Licensed Practical Nurse III	12.94
12100 - Medical Assistant	16.32
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	16.47
12190 - Medical Record Technician	9.32
12221 - Nursing Assistant I	10.48
12222 - Nursing Assistant II	11.94
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	13.02
12250 - Pharmacy Technician	13.40
12280 - Phlebotomist	24.92
12311 - Registered Nurse I	29.47
12312 - Registered Nurse II Specialist	29.47
12313 - Registered Nurse II, Specialist	35.65
12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist	35.65
12315 - Registered Nurse TV	42.73
12316 - Registered Nurse IV 13000 - Information and Arts Occupations	
13000 - Information and Ares observed as 13002 - Audiovisual Librarian	20.85
10011 Dubibite Checialist T	17.98
13011 - Exhibits Specialist II	23.33
13012 - Exhibits Specialist III	28.07
13041 - Illustrator I	18.73
13041 - Illustrator II	23.42
13042 - Illustrator III	28.82
13047 - Librarian	24.54
13050 - Library Technician	17.18
13071 - Photographer I	14.67
13071 - Photographer II	17.18
13072 - Photographer III	21.52
13074 - Photographer IV	26.05
- a a s s s s s s s s s s s s s s s s s	29.15
13075 - Photographer v 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
T0000 man-11 1 1	

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15030 - Counter Attendant 15040 - Dry Cleaner 15070 - Finisher, Flatwork, Machine 15090 - Presser, Hand 15100 - Presser, Machine, Drycleaning 15130 - Presser, Machine, Shirts 15160 - Presser, Machine, Wearing Apparel, Laundry 15190 - Sewing Machine Operator 15220 - Tailor 15220 - Tailor 15250 - Washer, Machine 19000 - Machine Tool Operation and Repair Occupations 19010 - Machine Tool Operator (Toolroom) 19040 - Tool and Die Maker 21000 - Material Handling and Packing Occupations 21010 - Fuel Distribution System Operator 21020 - Material Coordinator 21030 - Material Expediter 21040 - Material Handling Laborer 21050 - Order Filler 21071 - Forklift Operator 21080 - Production Line Worker (Food Processing) 21100 - Shipping/Receiving Clerk 21130 - Shipping Packer 21140 - Store Worker I 21550 - Stock Clerk (Shelf Stocker; Store Worker II) 2150 - Tools and Parts Attendant 21000 - Waterbouse Specialist 21000 - Waterbouse Specialist 21000 - Waterbouse Specialist 21000 - Waterbouse Specialist 21000 - Store Vorker Specialist 21000 - Store Vorker Specialist 21000 - Waterbouse Specialist 21000 - Waterbouse Specialist 21000 - Waterbouse Specialist	71 71 71 71 73 43 90 80 80 80 80 80 80 80 80 80 80 80 80 80
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15070 - Finisher, Flatwork, Machine 15090 - Presser, Hand 15100 - Presser, Machine, Drycleaning 15130 - Presser, Machine, Shirts 15160 - Presser, Machine, Wearing Apparel, Laundry 15190 - Sewing Machine Operator 15220 - Tailor 15250 - Washer, Machine 19000 - Machine Tool Operation and Repair Occupations 19010 - Machine-Tool Operator (Toolroom) 19040 - Tool and Die Maker 21000 - Material Handling and Packing Occupations 21010 - Fuel Distribution System Operator 21020 - Material Coordinator 21030 - Material Expediter 21040 - Material Handling Laborer 21050 - Order Filler 21071 - Forklift Operator. 21080 - Production Line Worker (Food Processing) 21100 - Shipping/Receiving Clerk 21130 - Shipping Packer 21140 - Store Worker I 21150 - Stock Clerk (Shelf Stocker; Store Worker II) 21210 - Tools and Parts Attendant 2100 - Warerboyse Specialist	71 71 71 73 43 43 95 30 50 50 50 50 50 50 50 50 50 50 50 50 50
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21140 - Store Worker I 21150 - Stock Clerk (Shelf Stocker; Store Worker II) 21210 - Tools and Parts Attendant 21400 - Workeyse Specialist	16
21150 - Stock Clerk (Shelf Stocker; Store Worker 11) 21210 - Tools and Parts Attendant 16.9	
21210 - Tools and Parts Attendant 16.0	5
01400 Warehouse Specialist	9
21400 - Warehouse Specialist	4
23000 - Mechanics and Maintenance and Repair Occupations 22.2	4
23010 - Aircraft Mechanic	
23040 - Aircraft Mechanic Helper	
23050 - Aircraft Quality Control Inspector	
23060 - Aircraft Servicer	
23070 - Aircraft Worker	
23100 - Appliance Mechanic	
23120 - Bicycle Repairer	
23125 - Cable Splicer	
23130 - Carpenter, Maintenance	
23140 - Carpet Layer	
23160 - Electrician, Maintenance	
23181 - Electronics Technician, Maintenance 1	
23182 - Electronics Technician, Maintenance II	
color Plackmonics Technician, Maintenance 141	
23260 - Fabric Worker	
22200 Fire Alarm System Mechanic	
00010 Fire Eytinguisher Repairer	
02240 Fire Dictribution System Mechanic	
coord command Maintonance Worker	
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00400 Harry Equipment McChanlC	
20.440 Harris Equipment Operator	
saica T -tmant Machanic	
23460 - Instrument Mechanic 14.27	
23460 - Instrument Mechanic 14.27 23470 - Laborer 18.95	
23460 - Instrument Mechanic 14.27 23470 - Laborer 18.95 23500 - Locksmith 20.51	
23460 - Instrument Mechanic 14.27 23470 - Laborer 18.95 23500 - Locksmith 20.51 23530 - Machinery Maintenance Mechanic 21.52	
23460 - Instrument Mechanic 23470 - Laborer 23500 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 21.52	
23460 - Instrument Mechanic 14.27 23470 - Laborer 18.95 23500 - Locksmith 20.51 23530 - Machinery Maintenance Mechanic 21.52	

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23700 - Office Appliance Repairer 23740 - Painter, Aircraft 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23800 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23930 - Telecommunication Mechanic I 23931 - Telecommunication Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker		18.95 21.29 18.95 22.76 20.99 19.98 17.88 19.98 20.05 22.21 23.41 22.21 19.98 19.98 19.98 19.98
24000 - Personal Needs Occupations		11.58
24570 - Child Care Attendant		16.15
24580 - Child Care Center Clerk		9.29
24600 - Chore Aid		16.75
24630 - Homemaker		10.75
25000 - Plant and System Operation Occupations		22.57
25010 - Boiler Tender		19.52
25040 - Sewage Plant Operator		22.57
25070 - Stationary Engineer		15.24
25190 - Ventilation Equipment Tender		19.72
25210 - Water Treatment Plant Operator		19.72
27000 - Protective Service Occupations	•	02 16
(not set) - Police Officer		23.19
27004 - Alarm Monitor		16.79
27006 - Corrections Officer	•	18.10
27010 - Court Security Officer		20.72
27040 - Detention Officer		18.29
27070 - Firefighter		20.97
27101 - Guard I		11.51
27101 Guard II		15.16
28000 - Stevedoring/Longshoremen Occupations		
28010 - Blocker and Bracer		19.89
28020 - Hatch Tender		19.89
28030 - Line Handler		19.89
28040 - Stevedore I		18.71
28050 - Stevedore II		21.11
29000 - Technical Occupations		22.81
21150 - Graphic Artist 29010 - Air Traffic Control Specialist, Center (2)		32.70
29010 - Air Traffic Control Specialist, Contest (2)		22.54
29011 - Air Traffic Control Specialist, Station (2)		24.82
29012 - Air Traffic Control Specialist, Terminal (2)		15.78
29023 - Archeological Technician I		17.58
29024 - Archeological Technician II		21.94
29025 - Archeological Technician III		23.33
29030 - Cartographic Technician		31.26
29035 - Computer Based Training (CBT) Specialist/ Instructor		22.19
29040 - Civil Engineering Technician		14.31
29061 - Drafter I		16.57
29062 - Drafter II		18.53
29063 - Drafter III		23.33
29064 - Drafter IV		
	O 4 122	0.05.00.10

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29081 - Engineering Technician I		17.67
29082 - Engineering Technician II		19.84 22.54
29083 - Engineering Technician III		22.59 27.49
29084 - Engineering Technician IV		33.62
29085 - Engineering Technician V		40.67
29086 - Engineering Technician VI		21.22
29090 - Environmental Technician 29100 - Flight Simulator/Instructor (Pilot)		36.95
29160 - Instructor		26.54
29210 - Laboratory Technician		18.56
29240 - Mathematical Technician		23.70
29361 - Paralegal/Legal Assistant I		0.03
29362 - Paralegal/Legal Assistant II	2	4.82
29363 - Paralegal/Legal Assistant III	3	0.35
29364 - Paralegal/Legal Assistant IV	• 3	6.73
29390 - Photooptics Technician	. 2	3.33
29480 - Technical Writer		8.55
29491 - Unexploded Ordnance (UXO) Technician I		0.78
29492 - Unexploded Ordnance (UXO) Technician II	,	5.14
29493 - Unexploded Ordnance (UXO) Technician III		0.13
29494 - Unexploded (UXO) Safety Escort		0.78
29495 - Unexploded (UXO) Sweep Personnel		0.78
29620 - Weather Observer, Senior (3)		1.32
29621 - Weather Observer, Combined Upper Air and Surface I		3.30
29622 - Weather Observer, Upper Air (3)		3.30
31000 - Transportation/ Mobile Equipment Operation Occupation		.95
31030 - Bus Driver		62:
31260 - Parking and Lot Attendant		.45
31290 - Shuttle Bus Driver 31300 - Taxi Driver	12	
31361 - Truckdriver, Light Truck		.89
31362 - Truckdriver, Medium Truck		.09
31363 - Truckdriver, Heavy Truck		.40
31364 - Truckdriver, Tractor-Trailer		.40
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	10	. 47
99030 - Cashier	. 9.	.82
99041 - Carnival Equipment Operator		. 35
99042 - Carnival Equipment Repairer		.30
99043 - Carnival Worker		. 31
99050 - Desk Clerk		78
99095 - Embalmer	19.	
99300 - Lifeguard	10.	
99310 - Mortician	24.	
99350 - Park Attendant (Aide)	13.	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Te	ch) 11.	
99500 - Recreation Specialist	16.	
99510 - Recycling Worker	15.	
99610 - Sales Clerk	11. 11.	
99620 - School Crossing Guard (Crosswalk Attendant)	11.2	
99630 - Sport Official	18.3	
99658 - Survey Party Chief (Chief of Party) 99659 - Surveying Technician (Instr. Person/Surveyor Asst./		
99660 - Surveying Aide	11.4	
99690 - Surveying Aide 99690 - Swimming Pool Operator	13.9	
99720 - Vending Machine Attendant	10.7	
99730 - Vending Machine Repairer	13.9	
99740 - Vending Machine Repairer Helper	11.3	
John Vendrig Medition repeated from the		

QA1330-05-CQ-1035 SECTION J, EXHIBIT B Modification 0001 Page 15 of 18 ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for

QA1330-05-CQ-1035 SECTION J, EXHIBIT B Modification 0001 Page 16 of 18 ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

QA1330-05-CQ-1035 SECTION J, EXHIBIT B Modification 0001 Page 17 of 18 be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C) (vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.